

# Charitable Foundation Of The Energy Bar

Executive Director / CEO

EIN 010743607  
 DC · NTEE T30  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Jack A Hannan, Executive Director / CEO** (\$20,492) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jack A Hannan — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$50,595 and \$113,272 — 0.67x to 1.50x the subject's \$75,515 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

**47** organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,191	\$13,575	\$31,538	\$46,598	\$84,581	\$20,492
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## ● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to DC cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Zoomie Foundation</a>	CA	\$75,815	Treasurer	\$60,000	<b>\$60,785</b>	2023
<a href="#">History Heritage And Hope</a>	FL	\$76,758	Executive Director	\$6,248	<b>\$6,689</b>	2024
<a href="#">Massdevelopmenthefa Trust</a>	MA	\$74,249	Trustee (As Of 06/2023)	\$41,641	<b>\$43,901</b>	2023
<a href="#">The Louisa Swain Foundation</a>	WY	\$78,506	Executive Di	\$36,000	<b>\$43,930</b>	2024
<a href="#">Friends Of Cmh Sumner Community</a>	IA	\$80,040	Cha/cfo	\$33,982	<b>\$42,401</b>	2024
<a href="#">Canton-inwood Area Health Foundation</a>	SD	\$81,750	Executive Director	\$25,077	<b>\$31,538</b>	2024
<a href="#">Gay Lesbian Bisexual Transgender Chamber</a>	TX	\$69,044	President/ceo	\$10,385	<b>\$11,838</b>	2024
<a href="#">Lev Chai</a>	NJ	\$82,749	Trustee	\$7,000	<b>\$7,122</b>	2024
<a href="#">The Mike Gallagher Show Charitable</a>	NY	\$84,008	Executive Di	\$117,200	<b>\$124,250</b>	2023
<a href="#">Michigan Pharmacy Foundation</a>	MI	\$65,583	Executive Director	\$84,582	<b>\$102,425</b>	2023
<a href="#">Together We Fight Cancer Inc</a>	AZ	\$65,183	President	\$9,790	<b>\$10,729</b>	2024
<a href="#">United Way Of Franklin County</a>	IN	\$85,982	Executive Director	\$30,022	<b>\$37,144</b>	2023
<a href="#">Joyal Capital Management Foundation Inc</a>	MA	\$86,055	Clerk, Director, Program Director	\$55,008	<b>\$57,994</b>	2023
<a href="#">Kansas City Kansas Area Chamber</a>	KS	\$87,004	President (F	\$3,686	<b>\$4,538</b>	2024
<a href="#">The Davidson County Education</a>	NC	\$63,733	Admin. Direc	\$5,800	<b>\$7,031</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">International Therapist Fund</a>	MI	\$62,981	President	\$22,000	<b>\$26,641</b>	2023
<a href="#">Black Mountain Center Foundation</a>	NC	\$62,954	Executive Director	\$10,245	<b>\$12,063</b>	2024
<a href="#">Western Reserve Area Agency On Aging</a>	OH	\$88,626	Ceo	\$41,528	<b>\$50,123</b>	2024
<a href="#">Mad Anthony Childrens Foundation</a>	IN	\$89,150	Executive Dir.	\$34,000	<b>\$40,859</b>	2024
<a href="#">Retired Boston Police Officers</a>	MA	\$61,870	President	\$2,175	<b>\$2,227</b>	2024
<a href="#">Greater Pittsburgh Automobile Dealers</a>	PA	\$61,170	Ceo	\$30,514	<b>\$34,676</b>	2024
<a href="#">Cotton Electric Charitable</a>	OK	\$90,187	Director	\$176,286	<b>\$215,504</b>	2025
<a href="#">Baton Rouge New Community Homes</a>	LA	\$59,781	President/ceo	\$21,418	<b>\$26,876</b>	2024
<a href="#">Community Foundation Of The Valleys</a>	CA	\$91,265	Executive Director	\$17,500	<b>\$17,729</b>	2023
<a href="#">Brooklyn Health Equity Foundation Inc</a>	NY	\$91,567	Chairman	\$91,000	<b>\$93,706</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## ● Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to DC cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT 47 organizations. Compensation range \$1,262–\$215,504; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$75,515); for reference, expenses \$101,530 and assets \$238,088.

ROLE MATCH	Jack A Hannan, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	34 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	38 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	77 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

## ● Rebuttable presumption of reasonableness • 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

### Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Jack A Hannan) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 47 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,492 is reasonable (approximately the 34<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability

data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.